LIST OF POSITIONS FILLED October 1, 2017 – September 30, 2018

List all full-time job vacancies filled by employment unit, identified by job title, and indicate source referring person hired.

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/01/17	News Reporter	Professional reference within industry
11/03/17	Media Consultant	Radio advertisement on I94 FM
01/08/18	Media Consultant	Radio advertisement on 194 FM
06/01/18	News Producer	Professional reference within industry
09/07/18	News Producer	Previous employee (Walk-in Inquiry)
		Trevious employee (waik-in inquiry)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Date of

Annual Report:

OCTOBER 1, 2017 - SEPTEMBER 30, 2018

Total Number of Persons Interviewed in Preceding Year: 18

List total number of interviewees generated by each recruitment source in the preceding year (use as many pages as necessary).

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
TELEVISION ADVERTISEMENT	
WEBSITE POSTING	2
ROLLING FILE APPLICATION POOL	
EMPLOYEE REFERRALS	2 7
PRINT (NEWSPAPER) ADVERTISEMENT	
WALK IN INQUIRIES	0
RADIO ADVERTISEMENT	<u>I</u>
TO TO TO TOTALITY	6

Use Separate Sheet for Each Opening

Job Title of Position: NEWS REPORTER

Date of Hire: 11/01/17

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REFERRAL SOURCE	*	Address of Source	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
194FM / ISLA63AM	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
LINKED IN	z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
FACEBOOK	z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
AMERICAN.JOINHANDSHAKE.COM	z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	671-637-5826 / mcalvo@kuam.com

^{*} Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

Use Separate Sheet for Each Opening

Job Title of Position: MEDIA CONSULTANT

Date of Hire: 11/03/17

Page 1 of 1

Referral Source	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL
www.kuam.com	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
194FM / ISLA63AM	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
LINKED IN	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
FACEBOOK	z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
			,	The state of the s
* Indicate "Y" (yes) or "N" (no) if	the	* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all ich promise	tice of all ich monnoice Car Dula 72 2000 (1977)	

⁽no) it the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

Use Separate Sheet for Each Opening

Job Title of Position: MEDIA CONSULTANT

Date of Hire: 01/08/18

Page 1 of 1

Referral Source	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	Tel.No. and E-Mail
www.kuam.com	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
194FM / ISLAG3AM	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
LINKED IN	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
FACEBOOK	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
* Indicate "Y" (yes) or "N" (no) if	등	* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice fertilist.		

⁽IIO) If the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

Use Separate Sheet for Each Opening

Job Title of Position: <u>NEWS PRODUCER</u>

Date of Hire: 06/01/18

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KEHEKKAL SOURCE		ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO, AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	z	600 HARMON LOOP ROAD, STE. 102, DEDEDO. GUAM 96929	BETTY ANN GUERRERO	671-635-5836 /
				Dettyann@kuam.com
194FM / ISLA63AM	z	DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
LINKED IN	z	600 HARMON LOOP ROAD, STE. 102,	JASON SALAS (ACCOUNT	671-635-5815 /
FACEBOOK	z	DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-581S / jason@kuam.com
AMERICANJOINHANDSHAKE.COM	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	671-637-5826 / mcalvo@kuam.com
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^{*} Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

Use Separate Sheet for Each Opening

Job Title of Position: NEWS PRODUCER

Date of Hire: 09/07/18

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organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary): List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's

Referral Source	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettvann@kuam.com
194FM / ISLA63AM	z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
LINKED IN	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
FACEBOOK	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
AMERICAN.JOINHANDSHAKE.COM	Z	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	671-637-5826 / mcalvo@kuam.com
* Indicate "Y" (ves) or "N" (no) if	-	Indicate "Y" (ves) or "N" (no) if the organization requested that the station provide it with notice of all in-		2000

Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIVATIVES

2017-2018

In the preceding year, the employment unit has engaged in:

Events / Programs sponsored by Educational Institutes:

November 9, 2017 – Father Duenas Memorial School Career Day Chief Operating Officer, Marie Calvo-Monge, Senior Investigative Correspondent, Chris Barnett and Digital Content Producer, Asha Robles spoke to students about careers in the media.

January 19, 2018 - George Washington High School Career Day KUAM employees from various departments spoke to students about careers in the media.

February 2, 2018 – FB Leon Guerrero Middle School Career Day Sports Director, Dave Delgado spoke to students about careers in the media.

March 26, 2018 – UOG Journalism Class

Sports Director, Dave Delgado spoke to students about careers in the media.

April 23, 2018 – UOG Communication Class
Digital Media Reporter, Ana Vuki did a class presentation.

<u>Established/Participated in Training Programs designed to enable station</u> <u>personnel to acquire skills that could qualify for higher level positions:</u>

April 4, 2018 – Sales Digital Training – NAB Selling Multiplatform Webinar KUAM Media Consultants completed the above one-hour webinar.

June 22, 2018 – Broadcast World / Nautel Technical Seminar Chief Engineer, Robert Clarke attended the seminar from 9am to 5pm for the Society of Broadcast Engineers credit.

July 11, 2018 – Use Emotional Data to Drive Customer Experience: How to Win Consumers' Hearts Webinar KUAM Media Consultants completed the above one-hour webinar.

August 9, 2018 – Digital Media Training – Ad Week: Create Social Video Ads That People Actually Want to Watch: The Key to Reaching Gen Z and Millennials Webinar

KUAM Media Consultants completed the above one-hour webinar.

August 10, 2018 – Digital Media Training – Ad Week: Create Social Video Ads That People Actually Want to Watch: The Key to Reaching Gen Z and Millennials Webinar

Members of the Digital Media team completed the above one-hour webinar.

August 23, 2018 – Addressable Breaks the Linear TV Model: How to Buy Audiences, Not Demos Webinar KUAM Media Consultants completed the above one-hour webinar.

<u>Membership in professional organizations in the business and professional community (listing in their directories):</u>

National Association of Broadcasters
Radio Television Broadcast News Association
Society of Professional Journalists, Guam Chapter
Society of Broadcast Engineers (SBE)
Television Bureau of Advertising Members

Supplemental EEO Narrative Statement

2017 - 2018

Pacific Telestations, LLC has achieved broad diversity in employment. Station KUAM TV-AM-FM employs 47 full time employees.

Racial, ethnic and gender breakdown of the staff is:

Asian: 2

Pacific Islander: 41

Caucasian: 2 Hispanic: 1

African American: 1

Male: 35

Female: 12

We believe our efforts to achieve broad and inclusive outreach in our employment practices have been successful, as reflected in our employment profile.